

**SHINHEE JEONG, Ph. D.**  
Associate Professor  
Department of Human Resource Development  
Soules College of Business  
The University of Texas at Tyler  
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## EDUCATION

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- Ph.D.** Human Resource Development Spring 2018  
Texas A&M University, College Station, TX  
**Ph. D. Dissertation:** *“A multilevel analysis of the influences of employee expertise and quality of interpersonal relationships on organizational knowledge creation: The moderating role of transformational leadership” (2019 Association for Talent Development ‘Dissertation Award’ Winner)*  
- Certified in Educational and Social Sciences Advanced Quantitative Research Methods
- M.A.** Lifelong Education (Area of concentration: Adult Education) 2006  
Soongsil University, Seoul, South Korea  
**Master’s Thesis:** *“The Effects of Personal, Job, and Organizational Factors on Professionalism of Adult Educators”*
- B.A.** Lifelong Education 2004  
Soongsil University, Seoul, South Korea

## PROFESSIONAL EXPERIENCE

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- Associate Professor** September 2024 - Present  
*The University of Texas at Tyler, Tyler, TX, USA*  
The Dept. of Human Resource Development
- Associate Professor** September 2023 – August 2024  
*Texas State University, San Marcos, TX, USA*  
The Adult, Professional, and Community Education Program
- Associate Professor** August 2023  
*Louisiana State University, Baton Rouge, LA, USA*  
*The School of Leadership and Human Resource Development*

**Assistant Professor**

August 2018 – May 2023

*Louisiana State University, Baton Rouge, LA, USA**The School of Leadership and Human Resource Development***Program Manager/Consultant**

2007 – 2011

*The Korea Employment and Labor Training Institute, Gwangju, South Korea***Assistant Researcher**

2006 – 2007

*Korea Research Institute of Vocational Education and Training, Seoul, South Korea**Dept. of Human Resource Development Policy***RESEARCH GRANTS**

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- 2025 Workforce Development Immersive Learning Lab, \$137,269, Faculty STARs Grants, The University of Texas System, Role: Principal Investigator, Funded.
- 2025 Assessing Outplacement Needs in South Korea and the United States: A Comparative Study Using Borich's Needs Assessment Model, Ingeus, \$3,500, Role: Principal Investigator, Funded.
- 2025 QuantHRD Summer Academy, Center for Workforce Development, \$6,513, Role: Principal Investigator, Submitted.
- 2025 Navigating Effective Prompts Using Generative Artificial Intelligence, AHRD Korea-Sig Team-up Grant, \$500, Role: Co-PI, Funded
- 2025 Outplacement Needs Analysis: Focus on Conglomerate in South Korea, AHRD Korea-Sig Team-up Grant, \$500, Role: Co-PI, Role: Principal Investigator, Funded
- 2025 IUSE: Walking in their shoes: Evidence-based, Immersive, AI-coaching Learning Environments to Cultivate Prosocial Behaviors among STEM Undergraduates (IM-AI), *National Science Foundation*, \$396,811, Role: Principal Investigator, Submitted.
- 2024 Affordable Textbook Adaption Grant, \$1,500, Role: Principal Investigator, Funded
- 2023 ADVANCE-Institutional Transformation: Justice, Equity, Diversity, and Inclusion (JEDI) Systemic Change in the Advancement of Gender Equity at Louisiana State University. *National Science Foundation*, Role: Co-PI, Preliminary Proposal Submitted
- 2023 FW-HTF-RM: Immersive, Interactive, and Intelligent (3I) Training of the Future Extraterrestrial Construction Workforce in Human-Robot Collaboration (2024-2027), *National Science Foundation*, \$999,978, Role: Co-PI, Submitted

- 2022 Center of Human-Robot Collaboration Workforce Development: Future-ready Workforce for Extraterrestrial Construction via an Intelligent-Immersive Training Environment, \$75,000, *LSU Big Idea Research Planning Grant*, Role: Co-PI, Not-funded
- 2022 LSU FIRST - Embracing a "Scholarship First" Agenda to Advance Research and Equity in Biomedical Sciences, *National Institutes of Health*, \$15,130,824. Role: Co-I, Submitted
- 2022 CAREER: Longitudinal, Intersectional Analyses of Work-Family Balance Trajectories among STEM Faculty: With a Person-centered Approach (2023-2028). *National Science Foundation*, \$497,250. Role: Principal Investigator, Not-funded
- 2022 FW-HTF-P: Fostering Transferable Skills for Future-Ready Extraterrestrial Construction Workforce via an Intelligent-Immersive Training Environment (2022-2023). *National Science Foundation*, \$149,987. Role: Co-PI, **Funded**
- 2021 CAREER: A Longitudinal Investigation of Work-family Balance among Women Faculty and Women Faculty of Color in STEM: Living in the Era of COVID-19 (2022-2027). *National Science Foundation*, \$635,000. Role: Principal Investigator, Not-funded
- 2020 ADVANCE-Catalyst: Catalyzing Gender Equity at a Research Institution in the Deep South (2020-2022). *National Science Foundation*, \$300,000. Role: Senior Personnel, **Funded**
- 2019 Work-life Balance among Tenured/tenure-track Faculty Couples from Diverse Backgrounds (2019-2020). Dean's Circle Grant, \$5,000. Role: Principal Investigator, **Funded**
- 2019 Assessing Adult and Continuing Education Need in South Korea metropolitan areas (2019). Korean Dept of Lifelong Education, \$50,000. Role: Co-PI, **Funded**
- 2018 Building Out Opportunities in STEM for Teachers: Impacting Instructional Capacity for Diverse Learners in High-Needs Schools (2018-2023). U.S. Dept of Education, \$4,000,000., Role: Co-PI, Not-funded

## **PUBLICATIONS**

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### Journal Articles

Yob, H., Kim, K. N., & Jeong, S. (Accepted). The impact of transformational leadership on knowledge creation: A serial mediation of interpersonal relationships and learning organizations. *European Journal of Training and Development*

- Sim, E., **Jeong, S.** (Accepted). Examining the impact of inequitable work distribution on faculty job satisfaction: a hierarchical linear modeling. *European Journal of Training and Development*
- Park, S., & **Jeong, S.** (2024). Career challenges of international female faculty in US universities: from a linguistic profiling perspective, *Career Development International*, 29(3), 339-351. **(SSCI-Indexed Journal)**
- Kwon, K., **Jeong, S.**, Park, J., & Yoon, S. (2024). Employee development and employee engagement: A review and integrated model, *Career Development International*, 29(2), 169-184. **(SSCI-Indexed Journal)**
- Climek, M., Henry, R., & **Jeong, S.** (2024). Integrative literature review on employee turnover antecedents across different generations: Commonalities and uniqueness. *European Journal of Training and Development*. 48(1/3), 112-132.
- Jafari, A., Zhu, Y., Karunatilake, S., Qian, J., **Jeong, S.**, Kazemian, A., & Webb, A (2024). Envisioning Extraterrestrial Construction and the Future Construction Workforce: A Collective Perspective The International Association for Automation and Robotics in Construction, 41, 553-560.
- Sim, E., & **Jeong, S.** (2023). Mapping the future of intersectional research in human resource development: An integrated literature review. *Human Resource Development Review*, 22(4), 554-581. **(SSCI-Indexed Journal)**
- Jeong, S.**, & Lee, Y. (2023). Is turnover intention static or dynamic? The impacts of inter-role conflicts and psychological workplace strain on turnover intention trajectories. *Human Resource Development Quarterly*. 34(3), 289-308 **(SSCI-Indexed Journal)**
- Oh, J., **Jeong, S.**, Yoon, S., & Cho, D. (2023). The link between HRD professionals' social capital and career adaptability: A moderated mediation analysis of social network. *European Journal of Training and Development*, 47(5/6), 456-472
- Oh, J., Shirmohammadi, M., **Jeong, S.**, & Wang, J. (2021). Transition from military careers to civilian careers: Experiences of short- and mid-term South Korean veterans. *Career Development International*, 26(3), 415-434. **(SSCI-Indexed Journal)**
- Svenson, P., **Jeong S.**, Shuck, B., & Otto, M. (2021). Antecedents and outcomes of nonprofit employee engagement: A national study of sport-based youth development Employees. *Sports Management Review*, 24(4), 673-696. **(SSCI-Indexed Journal)**

Yoo, S., **Jeong, S.**, & Song, J. H. (2021). Transformational leadership and knowledge creation practices in Korean and US schools. *Knowledge Management Research & Practice*, 19(2), 263-275. **(SSCI-Indexed Journal)**

**Jeong, S.** (2021). A Cross-level analysis of organizational knowledge creation: how do transformational leaders interact with their subordinates' expertise and interpersonal relationships? *Human Resource Development Quarterly*, 32(2), 111-130. **(SSCI-Indexed Journal; Solo-authored Paper)**

Park, S., **Jeong, S.**, & Chai, D. (2021). Remote e-workers' psychological well-being and career development in the era of COVID-19: Challenges, success factors, and the roles of HRD Professionals. *Advances in Developing Human Resources*, 23(3), 222-236.

Lee, Y., **Jeong, S.**, & Cho, D. (2021) Assessing adult and continuing education needs in South Korea metropolitan areas using Borich's needs assessment Model. *European Journal of Training and Development*.

Park, S., **Jeong, S.**, & Ju, B. (2021). MOOCs in the workplace: An intervention for strategic human resource development. *Human Resource Development International*, 24, 329-340. (Non-peer-reviewed)

**Jeong, S.**, Bailey, J., Lee, J., & McLean, G. (2020). It's not about me, it's about us: A narrative inquiry on living life as a social entrepreneur. *Social Enterprise Journal*, 16, 263-280.

Chai, D., **Jeong, S.**, & Joo, B. (2020). The multi-level effects of developmental opportunities, pay equity, and paternalistic leadership on organizational commitment. *European Journal of Training and Development*, 44, 405-424.

Turner, J. R., Brown, H. Q., Passmore, D. L., Nimon, K., Baker, R., **Jeong, S.**, & Flatt, C. (2019). Metascience: Guidelines for the Practitioner. *Advances in Developing Human Resources*, 21, 503-512.

**Jeong, S.** & Lee, Y. (2019). Consequences of not conducting measurement invariance tests in cross-group cultural studies: A review of current research practices and recommendations. *Advances in Developing Human Resources*, 21, 466-483.

VanBuskirk, S., Lim, D., & **Jeong, S.** (2019). Liminal leadership: Leading betwixt and between. *European Journal of Training and Development*, 43, 643-660.

- Jeong, S., Song, J. H., & Hsiao, Y. (2018).** Testing multi-group measurement invariance of data from the knowledge creation practice inventory. *Human Resource Development Quarterly*, 29, 243-262. **(SSCI-Indexed Journal)**
- Park, S., **Jeong, S.**, & Ju, B. (2018). Employee learning and development in virtual HRD: Focusing on MOOCs in the workplace. *Industrial and Commercial Training*, 50(5), 261-271.
- Jeong, S., Han, S., Lee, J., Sulananai, S., & Yoon, S. (2018).** Integrative literature review on workplace informal learning: Antecedents, conceptualization, and future directions. *Human Resource Development Review*, 17, 128-152. **(SSCI-Indexed Journal)**
- Lim, D., **Jeong, S.**, Yoo, S., & Yoo, M. (2018). Older workers' education and earnings among OECD countries, *European Journal of Training and Development*, 42, 170-190.
- Jeong, S., McLean, G. N., & Park, S. (2018).** Understanding informal learning in small and medium-sized enterprises in South Korea. *Journal of Workplace Learning*, 30, 89-107.
- Park, S., **Jeong, S.**, Jang, S., Yoon, S., & Lim, D. (2018). Critical review of global leadership literature: Toward an integrative global leadership framework. *Human Resource Development Review*, 17, 95-120. **(SSCI-Indexed Journal)**
- Jeong, S., McLean, G. N., McLean, D. N., Yoo, S., & Bartlett, K. (2017).** The moderating role of non-controlling supervision and organizational learning culture on employee creativity: The influences of domain expertise and creative personality. *European Journal of Training and Development*, 41, 647-666. **(2018 Outstanding & highly commended Papers Award; 2018 Emerald Literati Award)**
- Jeong, S., Hsiao, Y., Song, J. H., Kim, J., & Bae, S. H. (2016).** The moderating role of transformational leadership on work engagement: The influences of professionalism and change readiness. *Human Resource Development Quarterly*, 27, 489-516. **(SSCI-Indexed Journal)**
- Chai, D. S., **Jeong, S.**, Kim, J., Kim, S., & Hamlin, R. G. (2016). Perceived managerial leadership effectiveness in a Korean context: A qualitative study on indigenous managerial leadership. *Asia Pacific Journal of Management*, 33, 789-820. **(SSCI-Indexed Journal)**
- Hamlin, R. G., Kim, S., Chai, D. S., Kim, J., & **Jeong, S. (2016).** Perceived managerial and leadership effectiveness within South Korean and British private sector companies: A derived etic comparative study. *Human Resource Development Quarterly*, 27, 237-269. **(SSCI-Indexed Journal)**

**Jeong, S.** (2006). The effects of personal, job, and organizational factors on professionalism of adult educators. *Lifelong Education and Human Resource Development Research*, 2(1), 77-107. (In Korean)

#### Editorials

Templeton, N., **Jeong, S.**, & Villarreal, E. (2022). Editorial overview: Mentoring in context, 30(5), 499-502.

Templeton, N., **Jeong, S.**, & Villarreal, E. (2022). Editorial overview: Mentoring in context, 30(4), 377-380.

Templeton, N., **Jeong, S.**, & Villarreal, E. (2022). Editorial overview: Mentoring to support professional knowledge, 30(3), 275-279

Templeton, N., **Jeong, S.**, & Villarreal, E. (2022). Editorial overview: Supporting opportunities for learning in practice, 30(3), 159-163.

Templeton, N., **Jeong, S.**, & Villarreal, E. (2022). Editorial overview: Contextualized mentoring models: From theory to practice, 30(1), 1-5.

Templeton, N., **Jeong, S.**, Pugliese, E., & Villarreal, E. (2021). Editorial overview: Becoming a good, effective mentor in academia, 29(5), 495-499.

Templeton, N., **Jeong, S.**, & Pugliese, E. (2021). Editorial overview: Mentoring for targeted growth in professional practice, 29(4), 349-352.

Templeton, N., **Jeong, S.**, & Villarreal, E. (2021). Editorial overview: Mentoring for individualized growth in schools and universities, 29(3), 257-260.

Templeton, N., **Jeong, S.**, & Pugliese, E. (2021). Editorial overview: Mentoring for professional development. *Mentoring & Tutoring: Partnership in Learning*, 29, 163-166.

Templeton, N., **Jeong, S.**, & Pugliese, E. (2021). Mentoring for continuous improvement in teaching and learning. *Mentoring & Tutoring: Partnership in Learning*, 29, 1-5.

Irby, B., **Jeong, S.**, Boswell, J., Hewitt K. K., & Pugliese, E. (2020). Accomplishments since 2010 for mentoring and tutoring: Partnership in learning journal—a decade of the Irby team editorship. *Mentoring & Tutoring: Partnership in Learning*, 28, 517-521.



- Irby, B., **Jeong, S.**, Boswell, J., Hewitt K. K., & Pugliese, E. (2019). Editor's Overview: Mentoring Educators in the University Setting. *Mentoring & Tutoring: Partnership in Learning*, 27, 365-369.
- Irby, B., Boswell, J., **Jeong, S.**, Hewitt K. K., & Pugliese, E. (2019). Mentoring programs for K-12 preservice and novice educators. *Mentoring & Tutoring: Partnership in Learning*, 27, 231-234.
- Irby, B., Boswell, J., Hewitt K. K., **Jeong, S.**, & Pugliese, E. (2019). Mentoring relationships in higher education. *Mentoring & Tutoring: Partnership in Learning*, 27, 127-130.
- Irby, B., Boswell, J., Hewitt K. K., **Jeong, S.**, Pugliese, E. (2019). Editor's overview. *Mentoring & Tutoring: Partnership in Learning*, 27, 1-4.
- Jeong, S.**, Irby, B., & Boswell, J., & Pugliese, E. (2018). Exploring mentoring relationships of various populations. *Mentoring & Tutoring: Partnership in Learning*, 26, 477-481.
- Jeong, S.**, Irby, B., & Boswell, J., & Pugliese, E. (2018). Outcomes and benefits of Mentoring. *Mentoring & Tutoring: Partnership in Learning*, 26, 355-357.
- Irby, B., Boswell, J., & **Jeong, S.**, & Pugliese, E. (2018). Tutoring and coaching. *Mentoring & Tutoring: Partnership in Learning*, 26, 245-248.
- Irby, B., Boswell, J., & **Jeong, S.** (2018). Mentoring in underrepresented populations and diverse groups. *Mentoring & Tutoring: Partnership in Learning*, 26, 1-3.
- Irby, B., Boswell, J., & **Jeong, S.** (2017). Mentoring in underrepresented populations of color. *Mentoring & Tutoring: Partnership in Learning*, 25, 505-508.
- Irby, B., Boswell, J., Hewitt, K., Abdelrahman, N., & **Jeong, S.** (2017). Leaders as mentors. *Mentoring & Tutoring: Partnership in Learning*, 25, 391-394.
- Boswell, J., Irby, B., Abdelrahman, N., Hewitt, K., & **Jeong, S.** (2017) Developing virtual mentoring relationship. *Mentoring & Tutoring: Partnership in Learning*, 25, 247-249.
- Irby, B., Boswell, J., Hewitt, K., Lynch, J., Abdelrahman, N., & **Jeong, S.** (2017). The mentoring relationship. *Mentoring & Tutoring: Partnership in Learning*, 25, 119-122.

#### Book Chapters

- Park, S. & **Jeong, S.** (in press). Systematic literature review on workplace linguistic diversity:



Implications for linguistic profiling and career development. In C. Hughes (Ed.), *The role of linguistic profiling within career development*, Emerald Publishing.

Yazdani, J., Behdarvandirad, S., Askari, M., & **Jeong, S.** (in press). Transforming adult learning and development: AI applications across diverse contexts. In E. F. Holton III, P. A. Robinson, & C. Caraccioli (Eds.), *Andragogy in practice: Case studies on innovation in adult learning*. Routledge.

Kim, K. N., Ha, Y., & **Jeong, S.** (in press). The practices of artificial intelligence in adult career development: Navigating recruitment, retention, and reskilling in the workplace. In E. F. Holton III, P. A. Robinson, & C. Caraccioli (Eds.), *Andragogy in practice: Case studies on innovation in adult learning*. Routledge.

Ha, Y., Kim, K. N., & **Jeong, S.** (in press). Navigating effective prompts using generative artificial intelligence in adult learning. In E. F. Holton III, P. A. Robinson, & C. Caraccioli (Eds.), *Andragogy in practice: Case studies on innovation in adult learning*. Routledge.

Park, S., Ju, B., & **Jeong, S.** (In press). Adopting Massive Open Online Courses (MOOCs) in Adult Learning Contexts. In J. Coryell, L. Baumgartner., & J. Bohonos (Eds.) *Methods for facilitating adult learning: Strategies for enhancing instruction and instructor effectiveness*, Stylus Publishing.

Park, S., & **Jeong, S.**, & Kim, E. (2020). Government support for human resource development and internationalization of small- and medium-sized enterprises in South Korea. In S. Yoon, D. Lim, & D. Cho (Eds.), *Human resource development in Korea: Theory and cases* (pp. 57-82). Springer.

Park, S., & **Jeong, S.** (2020). Exploring antecedents of mature workers' turnover intention: Review of the role of organizational culture. In C. Hughes (Ed.), *Handbook of Research on attracting, maintaining, and balancing a mature workforce* (pp. 112-131). Hershey, PA: IGI Global.

**Jeong, S.**, & Park, S. (2020). Mentoring in human resource development. In B. J. Irby, J. Boswells, L. Searby, F. Kochan, & R. Garza (Eds.), *International handbook of mentoring: Paradigms, practices, programs, and possibilities* (pp. 45-64). Hoboken, NJ: The Wiley-Blackwell.

Chai, D. S., **Jeong, S.**, Kim, S., & Hamlin, R. G. (2019). A case of critical incident technique: Perceived managerial and leadership effectiveness in a Korean context. *SAGE Research Methods Cases*, London, UK: SAGE Publications Ltd.

**Jeong S.**, Lim, D. H., & Park, S. (2017). Leadership convergence and divergence in the era of

globalization. In P. O. Pablos, & R. D. Tennyson (Eds.), *Handbook of research on human resources strategies for the new millennial workforce* (pp. 285-308). Hershey, PA: IGI Global.

Song, J. H., **Jeong, S.**, & Kolb, J. (2017). Team leadership. In C. Jurkiewicz & A. Farazmand (Eds.), *Global encyclopedia of public administration, public policy, and governance*. New York, NY: Springer.

Han, S., **Jeong, S.**, & Beyerlein, M. (2017). Virtual team leader development. In K. M. Dirani, F. Nafukho, & B. Irby (Eds.), *Global issues and talent development*. Charlotte, NC: Information Age Publications.

Beyerlein, M., Collins, R., **Jeong, S.**, Phillips, C., Sulananai, S., & Xie, L. (2017). Knowledge sharing and human resource development in innovative organizations. In I. Simcic (Ed.), *Knowledge management*. Rijeka, Croatia: InTech Press.

#### Other Publications

**Jeong, S.** (2021). Global HRD: How do we succeed at e-remote work in the era of COVID-19? *Monthly Human Resource Development*, 365(1), 136-139. (Magazine, in Korean)

**Jeong, S.** Finch, M., Hajjami, O., Martin, K., Townsend, T., & Rizzuto, T. (2021). Creation of a Faculty Leadership Dictionary. (White paper).

**Jeong, S.** (2021). Smart education using artificial intelligence-based educational technology, The Korean Educational Development Institute, South Korea. (Technical report, In Korean)

Cho, D., Lee, Y., & **Jeong, S.** (2021). Needs analysis for adult and continuing education: With a focus on Seoul, Gyeonggi, and Incheon provinces, The Ministry of Education in South Korea. (Technical report, in Korean)

#### Conference Proceedings

Gucci, H., Morse, J, Jafari, A., Webb, A., Quian, J., **Jeong, S.**, Zhu, Y., & Karunatillake, S. (2025). Future-Ready Workforce Development: Integrating computational thinking into construction education using virtual reality. Proceedings of the ASCE International Conference on Computing in Civil Engineering

Jafari, A., Zhu, Y., Karunatillake, S., Qian, J., **Jeong, S.**, Kazemian, A., & Webb, A. (2024). Envisioning extraterrestrial construction and the future construction workforce: A collective perspective. Proceedings of the 41st International Symposium on Automation and Robotics in Construction, 553–560.

- Jeong, S., Sim, E., Lee, Y.** (2025). Exploring the Relationship Among Transformational Leadership, Interpersonal Relationships, Learning Organization, and Knowledge Creation: A Serial Mediation Analysis. *Proceedings of the 2025 Academy of Human Resource Development Conference*. Arlington, Virginia, USA.
- Ha, Y., Kim, K., & **Jeong, S.** (2025). Exploring the Relationship Among Transformational Leadership, Interpersonal Relationships, Learning Organization, and Knowledge Creation: A Serial Mediation Analysis. *Proceedings of the 2025 Academy of Human Resource Development Conference*. Arlington, Virginia, USA.
- Sim, E., Kim, Y., & **Jeong, S.** (2025). Introducing the Multilevel Analysis of Individual Heterogeneity and Discriminatory Accuracy (MAIHDA) to Quantitatively Examine Intersectional Workplace Inequities: A Methodological Study *Proceedings of the 2025 Academy of Human Resource Development Conference*. Arlington, Virginia, USA. (**The KAHRDA Best Paper**)
- Manongsong, A., Rizzuto, T., Ash, J., & **Jeong, S.** (2025). Defining Leadership in Higher Education: Aligning Practices with Yukl's Taxonomy through an Intersectional Lens *Proceedings of the 2025 Academy of Human Resource Development Conference*. Arlington, Virginia, USA.
- Hwang, J., & **Jeong, S.** (2025). Outplacement Through the HRD Lens: A Systematic Literature Review *Proceedings of the 2025 Academy of Human Resource Development Conference*. Arlington, Virginia, USA.
- Sim, E., & **Jeong, S.** (2024). A multilevel model of faculty job satisfaction. The 2024 University Forum of Human Resource Development Conference. Lisbon, Portugal.
- Jeong, S., Sim, E., Wilson-Kennedy, Z. S., & Peterson, C. (2024). A qualitative, systematic comparison of the faculty experience by gender and race in a research-intensive University: An inter-categorical intersectionality study. *Proceedings of the 2024 Academy of Human Resource Development Conference*. Arlington, Virginia, USA.
- Jeong, S., Svensson, P., & Sim, E. (2024). Effect of creative self-efficacy on employee engagement in non-profit organizations: A moderated mediation model. *Proceedings of the Academy of Human Resource Development Conference*. Arlington, Virginia, USA.
- Jeong, S., Svensson, P., & Sim, E. (2024). The effect of Creative Self-efficacy on Employee Engagement in non-profit Organizations. *Proceedings of the 2024 Academy of Human*

*Resource Development International Research Conference in Americas*, Arlington, Virginia, USA.

Jeong, S., Sim, E., Wilson-Kennedy, Z., & Peterson, S. (2024). A Qualitative, Systematic Comparison of the Faculty Experience by Gender and Race in a Research-intensive University: An Inter-categorical Intersectionality Study. *Proceedings of the 2024 Academy of Human Resource Development International Research Conference in Americas*, Arlington, Virginia, USA.

Sim, E., & **Jeong, S.** (2023). An Integrated Framework for Intersectionality Research: Decentering and Diversifying Intersectionality Research in HRD. *Proceedings of the 2023 Academy of Human Resource Development International Research Conference in Americas*, Minneapolis, Minnesota, USA. **(The KAHRDA Best Paper)**

Kim, K., & **Jeong, S.** (2023). University Faculty Couples and their Work-life Balance: How Does Gender Influence? *Proceedings of the 2023 Academy of Human Resource Development International Research Conference in Americas*, Minneapolis, Minnesota, USA.

Kannan, S., & **Jeong, S.** (2023). Exploring Challenges and Strategies of Women of Color Faculty in U.S. Universities: An Integrative Literature Review. *Proceedings of the 2023 Academy of Human Resource Development International Research Conference in Americas*, Minneapolis, Minnesota, USA.

**Jeong, S.**, Wilson-Kennedy, Z., & Weng, J. (2022). The pipeline left behind: The experiences of STEM women faculty of color in comparison with other racial and gender groups. *The ADVANCE Resource and Coordination Network's 2022 Equity in STEM Community Convening*, Washington, D.C., USA.

**Jeong, S.**, Park, S., & Robinson, P. (2022). Work-life balance among faculty couples from diverse backgrounds. *Proceeding of the 2022 Academy of Human Resource Development Annual Virtual Meeting*.

Svensson, P., **Jeong, S.**, & Shuck, B (2022). Unpacking the antecedents of employee engagement in sport for development. *The World Association for Sport Management Conference*, Doha, Qatar.

Svensson, P., **Jeong, S.**, Clemons, M., & Shuck, B (2022). Mindfulness, employee engagement, and innovation in sport for development. *The North American Society for Sport Management Conference*, Atlanta, GA, USA.

- Jeong, S.,** Lee, Y. (2021) Is turnover static or dynamic? *Proceeding of the 2021 Academy of Management Annual Virtual Meeting.*
- Oh, J., **Jeong, S.,** Yoon, S., & Cho, D. (2020). The link between HRD professionals' social capital and career adaptability: A moderated mediation analysis of social network. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*, Atlanta, GA, USA. (**KAHRDA Global HRD Research Paper Award**)
- Climek, M., Henry, R., & **Jeong, S.** (2020). Integrative literature review on employee turnover antecedents across different generations: Commonalities and uniqueness. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*, Atlanta, GA, USA. (**Co-authored with LSU Graduate Students**)
- Park, S. & **Jeong, S.** (2020). What makes older employees stay? Exploring antecedents of their turnover intention. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*, Atlanta, GA, USA.
- Lee, Y., **Jeong, S.,** & Cho, D. (2020). Assessing Adult and Continuing Education Needs in South Korea Metropolitan areas using a Borich's Needs Assessment Model: A Focus on Degree Programs at Universities. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*, Atlanta, GA, USA.
- Svenson, P., **Jeong S.,** Shuck, B., & Otto, M. (2019). Antecedents and outcomes of nonprofit employee engagement: A national study of sport-based youth development Employees. *Proceedings of the 2019 Sports Management Association of Australia and New Zealand*, Christchurch, New Zealand. (**SMAAZ Best Paper Award**)
- Chai, D., **Jeong, S.,** & Joo, B. (2019). The multi-level effects of HR practices and paternalistic leadership on organizational commitment. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in Americas*, Louisville, KY, USA. (**AHRD Cutting-Edge Award Paper**)
- Kwon, K., Han, S., **Jeong, S.,** & Oh, J (2019). Social capital and organizational knowledge: An integrative literature review. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in Americas*, Louisville, KY, USA.
- Oh, J., Shirmohammadi, M., & **Jeong, S.** (2019). Transition from military careers to civilian careers: Experiences of short- and mid-term South Korean veterans. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in Americas*,

Louisville, KY, USA.

Kwon, K., **Jeong, S.**, Park, J., Yoon, S. (2019). The reciprocal relationship between workplace learning and employee engagement: An integrative literature review. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in Americas*, Louisville, KY, USA.

**Jeong, S.**, Han, S., Lee, J., Sulananai, S., & Yoon, S. (2018). Integrative literature review on the antecedents of informal learning. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Richmond, VA, USA.

Park S., **Jeong, S.**, & Joo, B. (2018). Employee Learning and Development in Virtual HRD: Focusing on MOOCs in the Workplace. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Richmond, VA, USA.

Yoo, S., **Jeong, S.**, & Song, J. H. (2018). Knowledge creation practice of teachers in South Korea and the United States: A multi-group Structural equation modeling analysis. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Richmond, VA, USA. **(AHRD Cutting Edge Award Paper)**

Park, S., **Jeong, S.**, Jang, S., Yoon, S., Lim, D. (2017). Critical review of global leadership literature: Toward an integrative global leadership framework. *Proceedings of the 2017 Academy of Human Resource Development International Research Conference in the Americas*. San Antonio, TX., USA.

Lim, D., **Jeong, S.**, Yoo, S., & Yoo, M. (2017). The effect of education, social capital, and skills use on older generations' income: a cross-level analysis among OECD countries. *Proceedings of the 2017 Academy of Human Resource Development International Research Conference in the Americas*. San Antonio, TX., USA.

**Jeong, S.**, McLean, G. N., McLean, D. N., Yoo, S., & Bartlett, K. (2016). Influences of domain expertise, creative personality, non-controlling supervision, and organizational learning culture on employee creativity: A multi-level analysis. *Proceedings of the 2016 AHRD International Research Conference in Asia and MENA*, Ifrane, Morocco.

McLean, D. N., **Jeong, S.**, & McLean, G. N. (2016). Understanding organizational creativity: relationships among cross-level variables and creativity in research and development organizations. *Proceedings of the 2016 Annual South Florida Education Research conference*, Miami, FL., USA. **(Barnes & Noble Award for Best Faculty-Student Paper)**



- Song, J. H., **Jeong, S.**, & Bae, S. H. (2016). Knowledge creation practice of teachers in South Korea and the United States: A multi-group Structural equation modeling analysis. *Proceedings of the 2016 International Conference of Educational Technology*, Seoul, South Korea.
- Chai, D. S., **Jeong, S.**, Kim, J., Kim, S., & Hamlin, R. G. (2016). Perceived managerial leadership effectiveness in a Korean context: A qualitative study on indigenous managerial leadership. *Proceeding of the 2016 Academy of Management Annual Meeting*, Anaheim, CA, USA.
- Jeong, S.**, McLean, G. N., & Park, S. (2016). Understanding informal learning in small and medium-sized enterprises in South Korea. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. Jacksonville, FL., USA.
- Jeong, S.**, & Song, J. H. (2016). Testing Multi-group Measurement Invariance of the Knowledge Creation Practice Inventory: A study of the public sector, private sector, and schools in South Korea. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. Jacksonville, FL., USA.
- Jeong, S.**, & Park, S. (2015). Antecedents of informal learning: An integrative literature review. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.
- Jeong, S.**, Hsiao, Y., Kim, J., Song, J. H., & Bae, S. H. (2015). The moderating role of transformational leadership on work engagement: The influences of professionalism and change readiness. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.
- Hamlin, R. G., Kim, S., Chai, D. S., Kim, J., & **Jeong, S.** (2015). Perceived managerial and leadership effectiveness within South Korean and British private sector companies: A derived etic comparative study. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.
- Chai, D. S., **Jeong, S.**, Kim, J., Kim, S., & Hamlin, R. G. (2015). Perceived managerial leadership effectiveness in a Korean context: A qualitative study on indigenous managerial leadership. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.



**Jeong, S.** (2012). Understanding training transfer with systems theory: A new conceptual framework. *Proceedings of the 2012 Academy of Human Resource Development International Joint Conference*, Istanbul, Turkey.

## **TEACHING EXPERIENCE**

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### Undergraduate & Graduate Course Instructor

University of Texas at Tyler

Training Design; Career Development in Organizations; Foundations of HRD; Leadership Development

Texas State University

Models of Inquiry: Understanding Epistemologies; Human Resource and Professional Development; Adult Learning.

Louisiana State University

Diversity and Inclusion in the Global Learning Environments; Leading learning in Human Resource Development; Introduction to Leadership Development; Perspectives in Leadership and Human Resource Development

Texas A&M University

Organization Development and Performance; Quantitative Research: Statistics I, Statistics II, & Statistics III

### Program Manager & Team-building Instructor

- Three-day training program on Public Service Labor Relations (Face-to-face, three times a month, on average), 2008-2011
- Three/four-day training program on Labor-Management Relations Act of Civil Servants (Face-to-face, two times a month, on average), 2008-2011
- Three/four-day training program on Collective Bargaining of Public Service Labor Relations (Face-to-face, once a month, on average), 2008-2011
- Three/four-day training program on Enhancement of Labor-Management Partnership on Public Service (Face-to-face, once a month, on average), 2008-2011

## **ACADEMIC HONORS AND AWARDS**

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### Research Awards

2025	KAHRDA Best Paper Award, Korea Academy of Human Resource Development in Americas
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2024	KAHRDA Best Paper Award, Korea Academy of Human Resource Development in Americas
2023	KAHRDA Best Paper Award, Korea Academy of Human Resource Development in Americas
2023	Cutting-Edge Award, the Academy of Human Resource Development International Research Conference in the Americas
2023	Early Career Award, College of Human Science and Education, Louisiana State University
2021	The <i>LSU Alumni Association Rising Faculty Research Award</i> , Louisiana State University
2020	<i>Global HRD Research Paper Award</i> , Korean Academy of Human Resource Development in the Americas
2019	<i>Best Paper Award</i> , Sports Management Association of Australia and New Zealand
2019	<i>Dissertation Award</i> , the Association for Talent Development
2019	<i>Cutting-Edge Award</i> , the Academy of Human Resource Development International Research Conference in the Americas
2018	<i>Emerald Outstanding &amp; Highly Commended Award</i> , European Journal of Training & Development, Emerald Group Publishing
2018	Recipient of <i>Distinguished Honor Graduate</i> , the College of Education and Human Development, Texas A&M University
2018	Recipient of <i>Human Resource Development Graduate Student Achievement Award</i> , the Department of Educational Administration and Human Resource Development, Texas A&M University
2018	<i>Cutting-Edge Award</i> , the Academy of Human Resource Development International Research Conference in the Americas
2017	Nominated to <i>Graduate Student Achievement Award</i> , the Department of Educational Administration and Human Resource Development, Texas A&M University
2016	<i>Barnes &amp; Noble Award for Best Faculty-Student Paper</i> , Annual South Florida Education Research Conference
2016	First place winner for Graduate Representative Advisory Broad Symposium, Texas A&M University
2016	Finalist for <i>KAHRD Research Award</i> , Korean Academy of HRD in America
2015	Finalist for <i>KAHRD Research Award</i> , Korean Academy of HRD in America
2014	<i>Emerging Scholar Award</i> , College of Education and Human Development, Texas A&M University

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## STUDENT ADVISING

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Doctoral Committee Chair

2022	Priscilla Aroboi
2022	Supritha Kannan
2021	Monica Guient
2021	Haley Niki Norto
2020	Rachel Henry
2020	Micah Whitmore
2019	Michael Climek

Doctoral Committee Member

2022	Corai Jackson
2022	Nathan Hayes
2021	Jennifer Pulling
2021	Jenifer Godfrey
2020	Yangzhi Nicole Jiang
2019	Carly Penn
2019	Dorothy R Kemp

Mentoring

2024	Yob Ha (Texas A&M University)
2024	Jinwoo Hwang (Korea University)
2022	Eunbi Sim (University of Georgia)
2022	Kyungnam Kim (Texas A&M University)

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**EDITORIAL / REFEREED REVIEW WORK**

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Special Issue Editor, *New Horizons in Adult Education and Human Resource Development*  
Associate Editor, *Journal of Mentoring & Tutoring: Partnership in Learning*  
Editorial Board Member, *Human Resource Development Quarterly*  
Editorial Board Member, *The Chronicle of Mentoring and Coaching*  
Editorial Review Member, *Leadership & Organization Development Journal*  
Reviewer, *International Journal of Human Resource Management*  
Reviewer, *Human Resource Development Review*  
Reviewer, *Journal of Workplace Learning*  
Reviewer, *Korean Educational Development Institute Journal of Educational Policy*  
Reviewer, *Personnel Review*

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**PROFESSIONAL SERVICE AND LEADERSHIP**

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National-level Service

2023 – present Special Guest editor, New Horizons in Adult Education and Human Resource Development

2023 – present Elected Board Member, The Academy of Human Resource Development in the Americas

2023 – present President, Korea Sig, The Academy of Human Resource Development in the Americas

2021 – 2021 President, The Korean Academy of Human Resource Development in the Americas

2019 – 2020 Treasury, The Korean Academy of Human Resource Development in the Americas

2020– present Editorial Board Member, Human Resource Development Quarterly

2020– present Associate Track Chair, The Academy of Human Resource Development

2020 – present Member of Board of Directors, The Korean American Academy of Lifelong Education

2019 – present Member of Board of Directors, The Korean Academy of Human Resource Development in the Americas

2019 Session Host, The Academy of Human Resource Development

2018-2023 Associate Editor, Mentoring & Tutoring: Partnership in Learning

2018– present Editorial Review Member, Leadership & Organization Development Journal

2016 – present Quantitative Research Methods (QRM) SIG Steering Committee, Academy of Human Resource Development

2015 Invited Panel on the workshop for “Mock interview and resume forum,” Korean-American Scientists and Engineers Association

2015 Featured in EAHR Connect Magazine – Spotlight on Students section (Oct. 2015)

2015 Student representative of Korea Academy of Human Resource Development in the Americas

2015 Student Research Week Committee (Judge), Texas A&M University

2013 – present Mentoring Service for Statistics

#### University-level Service

2020– 2022 Member, Core Committee, The Office of Academic Affairs, Louisiana State University

2020– 2022 Member, ADVANCE Committee, The Office of Academic Affairs, Louisiana State University

2020– 2022 Member, The University State University Council on Gender Equity

2019 Invited Panel, Closing the Gap Discussion Forum, “Closing the Gaps: More than Salary”, The Louisiana State University Council on Gender Equity

#### College-level Service

2019-2020 Member, Diversity Committee, College of Human Sciences and Education,

	Louisiana State University
2018-2020	Member, Awards & Recognition Committee, College of Human Sciences and Education, Louisiana State University
2018-2019	Member, College Student Scholarship Committee, College of Human Sciences and Education, Louisiana State University

## **PROFESSIONAL CONSULTING PROJECTS**

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2021	Prepared a technical paper “Smart Education Using Artificial Intelligence-based Educational Technology, an internal project of Korean Educational Development Institute, South Korea
2018	Conducted needs analysis for adult and continuing education Seoul, Gyeonggi, and Incheon provinces in South Korea, an internal project of Ministry of Education, South Korea
2013	Facilitated an online training course “Cultural Diversity Management” as a tutor, in cooperation with Korean Ministry of Labor, an internal project of Mega-Next, Seoul, South Korea
2011	Managed a grants program for improving industrial relations and provided a consulting service for the Korean public transportation industry, an internal project of the Employment and Labor Training Institute, Gwangju, South Korea
2010-2011	Provided educational consulting services and designed, developed, and implemented training programs for more than 20 local/provincial governments, an internal project of the Employment and Labor Training Institute, Gwangju, South Korea
2009-2010	Evaluated the training effectiveness and transfer of training for the training programs implemented for the public service sector, an internal project of the Employment and Labor Training Institute, Gwangju, South Korea
2008	Prepared attendees for the International Labor Organization 2008 National Workshop held in Vietnam, in cooperation with Korean Ministry of Labor, an internal project of the International Labor Organization
2008	Prepared attendees for the Indonesian Governmental National Workshop “Improving Recruitment and Preparation of Migrant Workers for Korea in Indonesia,” in cooperation with Korean Ministry of Labor, an internal project of the Human Resource Development Service of Korea, Seoul, South Korea
2006	Developed Korea Human Resource indices for the private sector, an internal project of the Korea Research Institute of Vocational Education and Training, Seoul, South Korea
2005	Analyzed performance of the credit banking system of South Korea, an internal project of the Korea Research Institute for Lifelong Education and HRD, Seoul, South Korea

## PROFESSIONAL DEVELOPMENT

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LINKS Center Summer Workshop on Social Network Analysis <i>University of Kentucky, Lexington, KY</i>	June 2014
Professional Internship <i>Center for Teaching Excellence, Texas A&amp;M University</i>	Spring 2014
Graduate Teaching Certificate Program <i>Graduate Teaching Academy, Texas A&amp;M University</i>	2013
Virtual Instructor Certificate Program <i>College of Education and Human Development</i>	2013
Teaching Assistant Training Program <i>Center for Teaching Excellence, Texas A&amp;M University</i>	2013

## PROFESSIONAL CERTIFICATIONS

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- Certificate in Training and Development Professional, College of Education & Human Development, Texas A&M University
- Graduate Certificate in Educational and Social Sciences Advanced Research Methods (ARM), College of Education & Human Development, Texas A&M University
- Certificate in College Teaching, Certified by the College of Education, Texas A&M University
- Certificates of Microsoft Office Specialist on Excel, Word, and PowerPoint, Microsoft, South Korea
- Certificate of the second-level Adult Educator, Ministry of Education, South Korea
- Certificate of Teaching English to Speakers of Other Languages, South Korea

## PROFESSIONAL AFFILIATIONS

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2016 – present Academy of Management  
2013 – present American Association for Adult and Continuing Education  
2011 – present Academy of Human Resource Development